

A glass ring is balanced on a stack of four smooth, dark stones. The stones are placed on a calm body of water, which reflects the ring and the stones. In the background, a sunset or sunrise is visible with soft, warm light and blurred city lights in the distance.

OUR PATH TO SUSTAINABILITY

ESG REPORT 2020 / Non-financial statement



THINK BEFORE YOU PRINT! In line with our sustainability strategy, we have decided to publish this report exclusively in digital form. Please consider the environment before printing.



THE BUSINESS IMPACT OF COVID-19

The Covid-19 pandemic created massive challenges for companies across the globe which in turn had a major impact on multiple levels within every organisation. Almost every stakeholder was paralysed by restrictions and limits imposed by governments, falling revenues, uncertainty and fear.

While many were looking towards governments for solutions and instructions, we decided to be proactive from the outset of the pandemic, led by the motto: "improvise, adapt and overcome" by analysing, deciding and reacting daily to the impacts of Covid-19. The safety of our teams was our highest priority. We set up our own competent Anti-Covid task force, which allowed us to lead the group and all our stakeholders safely through the crisis. Even in these extraordinarily challenging times, we never lost our focus and continued to grow our global team & business.

Thinking forward, acting ahead.

Christof Industries.



LETTER FROM THE CEO

2020 was a challenging year, with the COVID-19 pandemic disrupting all aspects of our daily lives and business operations. As a company that is active internationally, we had to react quickly and responsibly to provide support to all communities we serve.

For Christof Industries, it was a year of increased agility and resilience. We needed to ensure occupational health and safety systems to anticipate, prepare and respond to this exceptional state of emergency. Our local managers and COVID-19 response teams had to implement and continuously adapt precautions to ensure a safe work environment. Additionally, we implemented a new company-wide digital health strategy focusing on occupational health and safety, health promotion and health literacy. In times like these we felt a strong responsibility to provide support where possible.

The breakdown of the global economy highlighted the key flaws in our system and for us returning to business-as-usual is not an option. Instead, we became more resilient and increased our efforts to integrate sustainability into all aspects of our business. It is clearer than ever that the success of any company is reliant on economic, ecological and social factors.

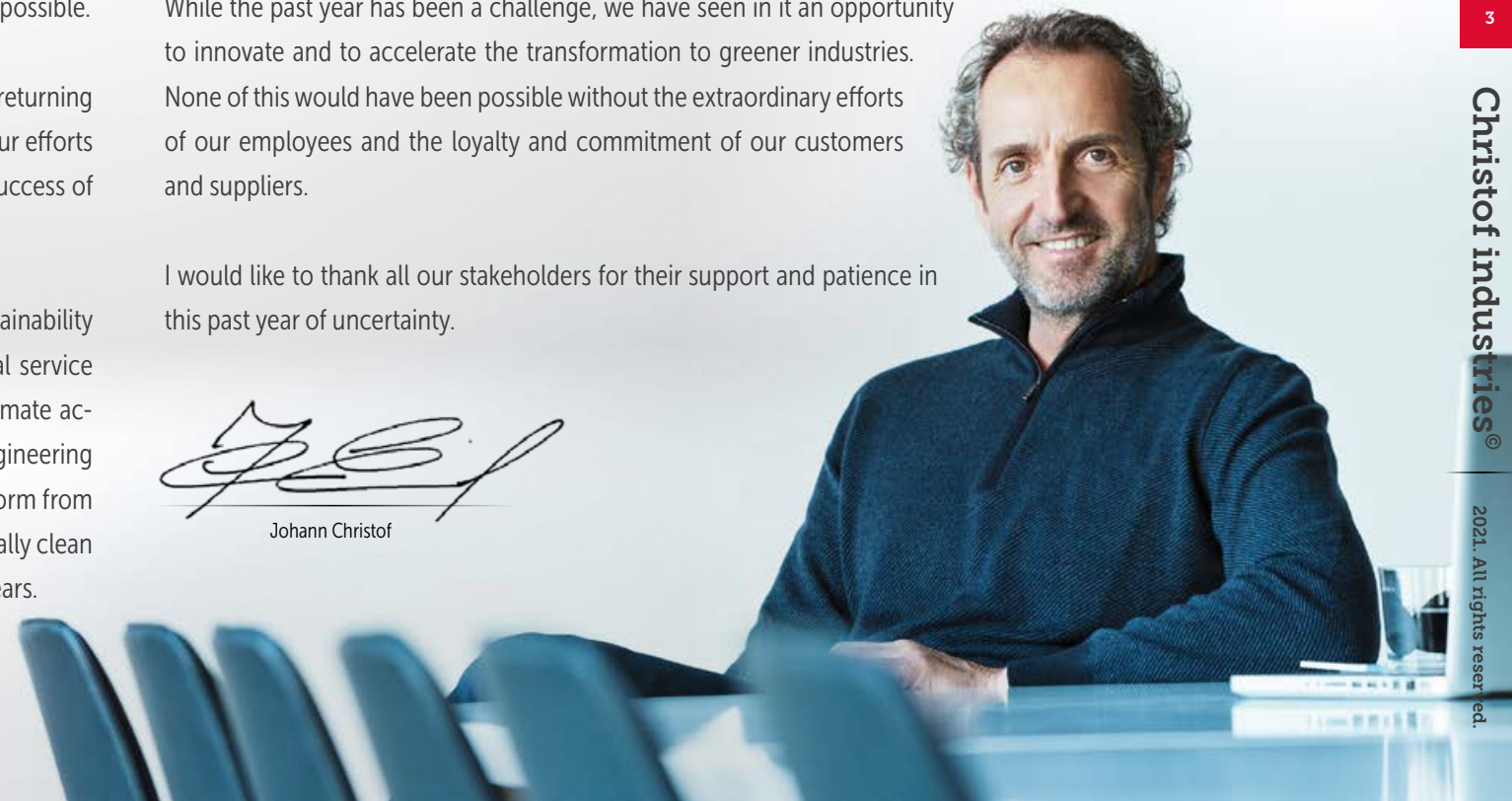
We became a member of the UN Global Compact and UN Women. And the focus on sustainability has also taken shape in our product and service offering. Despite our roots in industrial service provision for high carbon emitting industries, we finally started taking our seat at the climate action table in 2020. Over the last 20 years, we have continuously formed a competent engineering and project management team within our R&D, which can help many stakeholders transform from brown industries to climate -neutral industries. By 2020 we have supported a technologically clean transition with project implementations amounting to more than €400 million over the years.

We have also increased our emphasis on the waste recycling and environmental technology sectors as well as energy and supply. Three reasons drive us: we consider waste as a valuable material and we want to find solutions for the increasing global food needs, as well as create jobs and social value. With current success in the DACH region and numerous markets worldwide, we are looking forward to expanding in the upcoming years. For example, we are developing projects for the recycling of organic waste with the government of the United Arab Emirates. With the increasing requirement for both waste and energy solutions and the willingness to change, we are also hoping to tackle markets such as India, Southeast Asia as well as Africa.

While the past year has been a challenge, we have seen in it an opportunity to innovate and to accelerate the transformation to greener industries. None of this would have been possible without the extraordinary efforts of our employees and the loyalty and commitment of our customers and suppliers.

I would like to thank all our stakeholders for their support and patience in this past year of uncertainty.

Johann Christof





CHRISTOF INDUSTRIES AT A GLANCE

3867

EMPLOYEES

15

INDUSTRIES SERVED

26

SUBSIDIARY LOCATIONS

170+

YEARS OF EXPERIENCE

4500+

PROJECTS

80

COUNTRIES

301

EURM REVENUE

3%

R&D EXPENSES

80+

CERTIFICATES & LICENSES





A CHALLENGING YEAR 2020 WITH FULL OF POSSIBILITIES

Despite challenges from the Covid-19 pandemic we have maintained and expanded our business. We have improved our sustainability management, increased data quality and transparency, implemented various measures and planned steps for the upcoming years. We have become more resilient and agile.

+500

CUSTOMERS

+70

SITE PROJECTS

+7.600

SUPPLIERS

+1300

NEW EMPLOYEES

+5Mio.

WORKING HOURS

+8

RESEARCH PROJECTS

+9

TECHNOLOGY PARTNERS

+70

IMPLEMENTED MEASURES IN
SUSTAINABILITY MANAGEMENT








+30

DEFINED SUSTAINABILITY PROJECTS, INITIATIVES
AND PROGRAMS FOR IMPLEMENTATION UNTIL 2023








ESG SCORECARD 2020






ENVIRONMENT

	Greenhouse gases	12,776 tCO2-eq
	Waste	1,636 t
	Water	26,03 m³
	Electricity	4,437 MWh
	Heating	1,375 MWh
	Business travel Train & flight	2,939 Tkm
	Vehicle Distance driven	13,165 Tkm

SOCIAL

	Health and safety	strong		Workforce	strong
	Rate of fatalities	0		Rate of employee turnover	13.9 %
	Rate of high-consequence work-related injuries	0.04		Return to work rate	82 %
	Rate of recordable work-related injuries	0.87		Employees who received a regular performance review	36,4 %
	Business ethics	good		Diversity	good
	Confirmed incidents of corruption	0		Total percentage of women	10.86 %
	Collective bargaining agreements	87 %		Proportion of women in governing bodies	13.79 %
	Training and education	good		Community	strong
	Average hours of training	12.78 h			

GOVERNANCE

	Structure and oversight	strong
	Code and values	strong
	Research and development	strong
	Customer engagement	good
	Procurement practices	good
	Transparency and reporting	strong



IMPACT OF COVID-19 AND OUR RESPONSE

The outbreak of Covid-19 has emphasised the greater need for us to support and protect the health of our employees, suppliers, customers, and communities. From the beginning of this crisis, all our employees have worked together to implement important steps to minimise the risks of Covid-19. The pandemic had significant impact on our business and on the way we work.

IMPACT

Difficult or no access to construction sites

Shortage of supply for foreign personnel and the associated price increases for domestic external personnel

Procurement problems - massively increased effort due to official measures (short-time work, travel restrictions, logistics, security measures for employees)

Payment delays or non-payment of services that have already been billed or are to be billed immediately

Significant decline in sales due to the shutdown or postponement of projects

Additional effort due to short-term mobilisation or demobilisation



RESPONSE

Anti-virus work force team

Frequent communications and regular Covid 19 updates

Guidelines for safe and healthy workplaces

HSEQ advice with regard to Covid-19

PCR, Antigen and Anti-body tests

Employee temperature self-test

In-house doctor

Site and location inspections

Health strategy

Corporate Health Care Project

IT equipment for digital workplace

Distribution of masks

Provision of information about possibilities for vaccinations

Trainings to prevent Covid-19



RESPONSE TO BUSINESS AND POTENTIALS

Agile and resilient

Digitalisation of processes

Increased importance of sustainable business management (e.g. business travel)

New business opportunity (repair, service and maintenance, clean technology, food industry...)

Supply Chain Management (suppliers, market changes)

Adapted working models

Lessons learned



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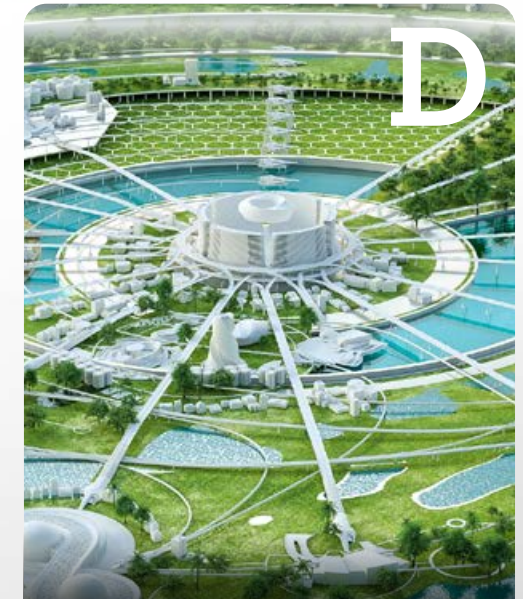
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ABOUT THE REPORT

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ABOUT THE REPORT

This is the short version of our second annual ESG Report, which has been prepared in accordance with the GRI Standards. It presents selected information about our most material sustainability topics. All topics mentioned in this report are analysed for the entire group of companies and data is provided where it is available. Our approaches are implemented within the group, with additional measures implemented locally according to local laws and standards.

„THE NEED FOR SUSTAINABILITY“

Sustainability and social responsibility have become important drivers for all organisations. In times of climate change, resource scarcity and waste overload everybody needs to pitch in to create lasting change for a more sustainable future.

1

REGULATORY COMPLIANCE

Fulfilling legal requirements and proactively anticipating upcoming regulations

2

RISK MITIGATION

Fulfilling stakeholder expectations and minimising reputational and legal risks

3

LEVERAGING OPPORTUNITIES

Remaining competitive, enhancing the brand and increasing revenues and profit

4

CONVICTION

Preserving the environment, society and being a responsible corporate citizen



THE PILLARS OF CI SUSTAINABILITY

ENVIRONMENT

Sustainability Strategy

Sustainable Innovations (R&D)

Christof Clean City

Our technologies

Clean and Safe Operations

Clean and green operations

Healthy and safe operations

Certificates and Standards

SOCIAL

Corporate Culture

Vision

Values

Sustainable Partnerships

Stakeholder engagement

Sustainable supply chain

Lasting customer relationships

Networks & memberships

Employees

Community

GOVERNANCE

Christof Industries

Corporate structure

CI across the globe

History

Management

Sustainability Governance

Materiality analysis

SDG Goals

ESG Report



THE SUSTAINABLE DEVELOPMENT GOALS

The United Nations Sustainable Development Goals are part of the 2030 Agenda for Sustainable Development adopted by world leaders in September 2015. The aim is for countries to mobilise efforts to end all forms of poverty, fight inequalities and tackle climate change. Christof Industries feels a responsibility to contribute to achieving these goals and therefore focuses on the following SDGs in its actions.

CORE BUSINESS FOCUS



FURTHER IMPORTANT GOALS





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ORGANISATIONAL STRUCTURE





OUR 360° PORTFOLIO

PROVISION OF SERVICES THROUGHOUT THE 360° LIFECYCLE OF INDUSTRIAL PLANTS

Our aim is to develop the best plant solutions available on the market for our customers – whether they require a turnkey project, a complex special plant, or a spare part. Our seamless 360° portfolio covers the entire plant life-cycle and is the USP for Christof Industries as an industrial partner. Our goal is to help customers achieve efficient, environmentally friendly and sustainable plant lifecycles.

Industrial Services

- Plant Revamps, Upgrades & Modernisations •
- Plant and Component Maintenance & Retrofits •
- Plant De-bottlenecking & Optimisation •
- Plant Relocations •
- Turnarounds & Overhauls •
- Oil & Gas Services •
- Spares, Component Repairs & Replacements •

Erection & Installation EPC (M)

- Site Management & Supervision •
- Interdisciplinary Plant Installations •
- Plant Erection & Installation •
- Commissioning & Start-up •
- Operator/User Trainings •

Fabrication EPC (M)

- Fabrication of Mechanical, Electrical & Automation Systems •
- Components & Spares •
- Pre-Assembly of Technological Components •
- SKID-Mounted & Containerised Solutions •
- Prototyping •

EPC (M)



Project Development EPC (M)

- Industrial Consulting Services
- Front-End-Loading (FEL) Services
- Concept Studies
- Feasibility Studies
- Project Management
- Support for Planning / Permission Processes
- Process Development / Industrialisation



Technology EPC (M)

- Waste-to-Energy/RDF Plants
- Biomass Power Plants
- Incineration Plants using Liquid & Gaseous Residues / Waste Streams
- Industrial Waste Heat Plants
- Industrial Process Gas Cooling Systems
- Waste-to-Value Plants
- Infectious Waste Management



Engineering EPC (M)

- Conceptual Engineering
- Basic Engineering / FEED Services
- Detail Engineering
- Technical Approvals & Permits

• BOO models offer every client the option to a 360° solution, from design, to construction to operation – **100% hassle free / 100% Waste free / 100% sustainable**



OUR SECTORS

Circular Economy & Environment:



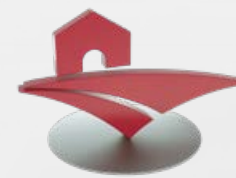
Waste to Energy



Waste to Value



Christof Clean City



Agricultural & Animal Feed

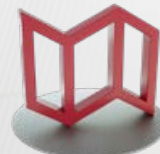


Healthcare Waste

Industry:



Metallurgy



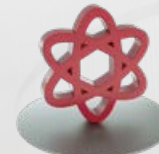
Pulp & Paper



Automotive



Wood & Chipboard



Chemical



Intralogistics



Construction & Primary



Food & Beverage

Energy & Utility:



Oil & Gas



Renewables






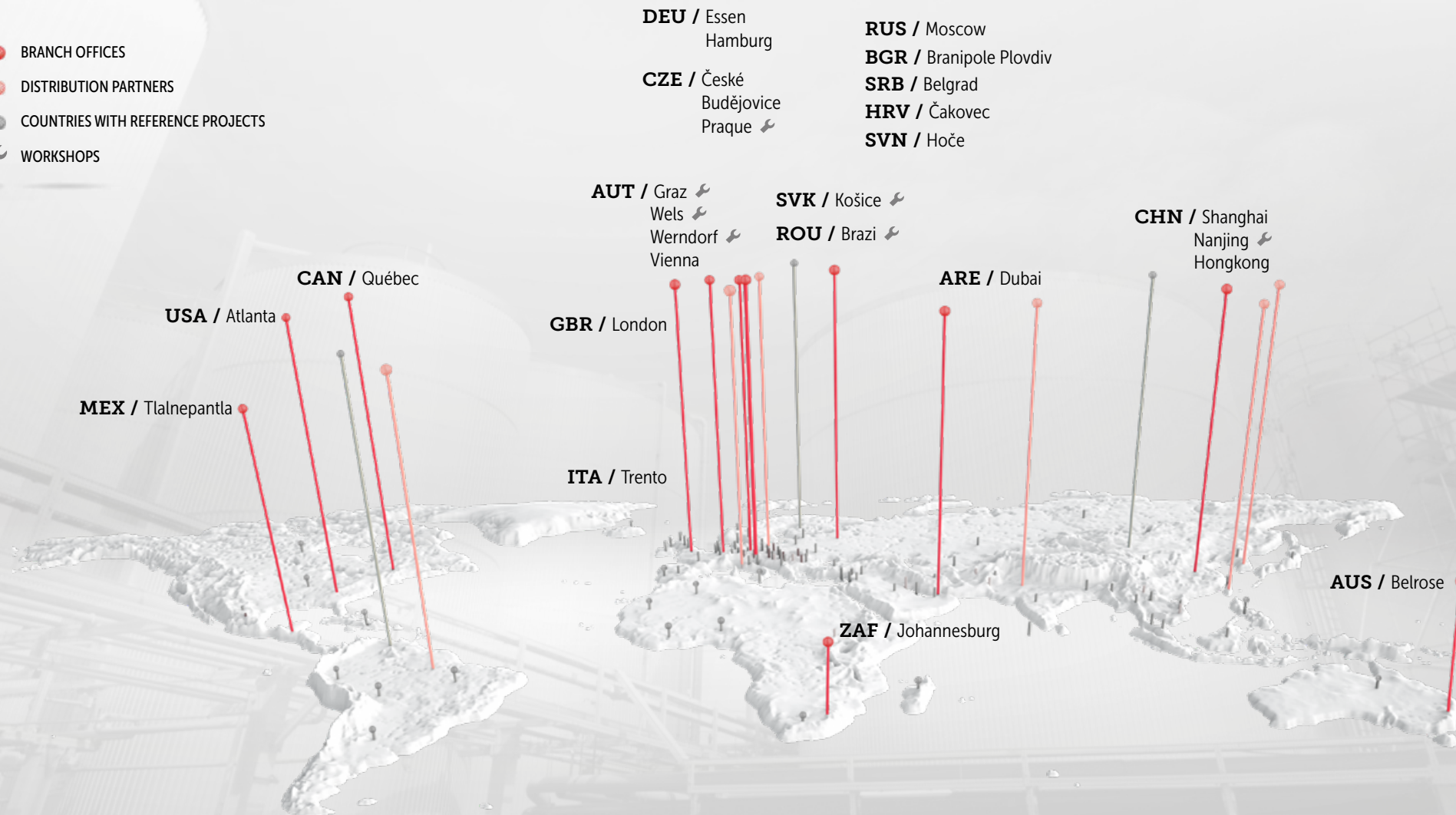
Conventional Power



OUR LOCATIONS

Christof Industries is a multinational company with strong international and regional expertise and market knowledge. With key contacts worldwide, we offer all services for tailored solutions.

-  BRANCH OFFICES
-  DISTRIBUTION PARTNERS
-  COUNTRIES WITH REFERENCE PROJECTS
-  WORKSHOPS





WHAT WE STAND FOR

Since the earliest days of our company, we have cultivated one quality in particular: the resolution to overcome challenges by seeing in them a chance to innovate. We are not satisfied with relying upon successes and solutions that have worked in the past; we expect of ourselves nothing less than perfectly tailored solutions for every single customer through new approaches and innovative ideas.

OUR VISION

To go beyond innovative ideas and achieve an entirely circular economy, where all industries are efficient, clean and zero waste.

OUR MISSION

To offer a 360° portfolio of clean technologies and sustainable industrial services to customers in various industries around the world, enabled by our process knowledge, extensive experience and cutting-edge technologies.

OUR FOCUS

INNOVATION EXPERIENCE & RESPONSIBILITY

towards our customers, our employees -
& towards our environment.



WHAT WE STAND FOR

TECHNOLOGY

Promoting our own technologies, hereby expanding our position as a technology leader in the field of clean technologies.

INNOVATION

In the area of industrial plant engineering.

ENGINEERING

Solving complex and challenging engineering tasks.

SERVICES

Creating value by applying innovative industrial services.

GROWTH

Focusing on continuous growth in future-oriented markets.

PARTNER

Working with customers and partners to realise future-oriented Clean Technologies and Zero Waste concepts



OUR CORE VALUES

RELIABILITY

as a trustful and committed partner to all our stakeholders in today's complex technological, ecological and social environment.



HONESTY

with confidence, transparency, openness and respect towards our employees, customers, environment, communities and children.



STABILITY

through tradition, thoughtfulness, know-how and courage, fostering our goal to shape a zero-waste future.



INTEGRITY

in personal and professional relationships and creating value through respectful collaboration.



***UN GLOBAL
PRINCIPLES**



**CODE OF
CONDUCT**

In accordance with the principles of the UN Global Compact, all the companies within Christof Industries have committed to certain, immutable values and the highest standards defined in our Code of Conduct. Our four core values are important to ensure the highest degree of trust and quality, not only internally, but also in our dealings with customers, some of which we have accompanied for many years. (*member starting 2020)



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MATERIALITY ANALYSIS 2019 - 2020

The most significant sustainability topics for Christof Industries

1.

Health & safety

2.

Human rights

3.

Sustainable business model

4.

Sustainable partnerships

5.

Sustainable innovations

6.

Circular economy

7.

Climate change

8.

Energy efficiency

9.

Education & training

10.

Waste management



MANAGING SUSTAINABILITY

GOVERNANCE

In the 2020, we established a sustainability management team with over 40 members led by Corporate Sustainability Manager. This team reports directly to our executive board and is in regular contact with the Managing Directors (MDs) of our subsidiaries as well as individual departments, including HSEQ, HR, Marketing and Communications, Operations, R&D, Legal and Procurement. We have started to track performance across our four focus areas using a range of financial and non-financial indicators.



OUR TARGET:

A sustainability committee will be set up and will be responsible for decision making on economic, environmental and social topics.



OUR SUSTAINABILITY STRATEGY

THINKING FORWARD, ACTING AHEAD.





OUR SUSTAINABILITY STRATEGY



**Operate
Green
& clean**

We strive to keep our operations green and clean throughout the entire value chain, by minimising emissions, waste and pollution and maximising efficiency. Health and Safety is a top priority to keep operations safe. Our focus on green and clean practices and innovative products not only ensures our own business is sustainable, but also enables our clients and partners to improve their environmental performance.



**Think &
act
Circular**

Our focus on zero waste technologies facilitates the reorganisation and restructuring of resources into a cycle with no waste and with a maximisation of value creation. We concentrate on finding new ways to use resources and prioritise renewable inputs, maximise value and recover waste.



**Create
sustainable
value**

Our sustainable innovations create both economic value and environmental value, by generating resources from waste products. We also focus on creating social value by empowering people and supporting the community.



OUR SUSTAINABILITY STRATEGY

Within the three principles described in our sustainability strategy, Christof Industries has identified four main areas to create positive impact:



Within these areas we cover all material topics and have identified targets to increase performance and enable Christof Industries to contribute to the SDGs. Our sustainable business model stands at the core of this strategy and is a central part of managing sustainability.

THE FUTURE IS CIRCULAR



Our sustainable business model focuses on circularity. With our new sustainability strategy, Christof Industries creates sustainable value and growth, increases environmental awareness and minimises our impact on the environment.



CLEAN AND GREEN OPERATIONS

At Christof Industries, we ensure our operations are clean and safe throughout the entire value chain. We protect our employees through our health and safety procedures and the environment by minimising emissions, waste and pollution and maximising efficiency.



HEALTH & SAFETY

Our Health and Safety Management System is tailored to health care systems of the different countries and is therefore managed at our individual locations. Even in our smaller subsidiaries, we have established HSE departments with safety engineers who take care of Occupational Health & Safety of our office-based employees. 2020 was a difficult and in some ways unprecedented year to conduct clean and safe operations. The massive changes caused by the global Covid-19 pandemic, resulted in various challenges in all aspects of our business.



HIGHLIGHTS IN 2020

- 1 New health strategy
- 2 Implementation of Corporate Health Care Program
- 3 Developed health and safety protocols and guidelines to protect employees, suppliers, and customers in the context of the Covid-19 pandemic
- 4 Safety Award Mondi Frantschach



OUR TARGET:

CREATING A SAFE, SECURE AND HEALTHY WORKING ENVIRONMENT WITH ZERO INCIDENTS

MEASURES FOR MANAGING THIS TOPIC:

- ✓ International standards: OHSAS 18001, ISO 45001, SCC, IOGP
- ✓ Safety First Strategy: Zero incidents
- ✓ Occupational health & safety policy
- ✓ Health & safety training
- ✓ Health strategy

Christof GOALS:

- ✓ Increase operational safety
- ✓ Increase plant availability
- ✓ Decrease safety critical maintenance
- ✓ Increase work-safety process
- ✓ Increase learning organisation
- ✓ Increase HSEQ awareness

RELATED UN SDGs:





CLEAN AND GREEN OPERATIONS

Climate change is a growing global concern with ever increasing carbon dioxide levels leaving harmful effects on the earth's resources and on society. Our aim at Christof Industries is to help reduce the adverse impacts of industries such as energy, oil & gas and infrastructure. By offering technologies and process improvements, we contribute to reducing the negative impacts of climate change, both in our own and in our clients' operations.

EMISSIONS

As a service company, the focus of the direct and indirect environmental aspects is on saving environmental impacts in our operations. To determine where we can reduce emissions, we have mapped out **our carbon footprint using the Greenhouse Gas Protocol (GHGP)**. The differences in our overall Footprint are due to extending of our Scope 3 emissions and implementing procedures and processes for tracking and reporting data for our environmental management system.



HIGHLIGHTS IN 2020

- 1 Improved our environmental data quality
- 2 Tracking of employee commuting and waste management
- 3 Development of KPIs



TARGET:

ADDRESSING GLOBAL CLIMATE CHANGE BY MEETING THE CARBON BUDGET (REDUCING OUR CARBON FOOTPRINT)

MEASURES FOR MANAGING THIS TOPIC:

- ✓ Environmental standards and certificates, including ISO 9001 and ISO 14001
- ✓ Emissions tracking with an environmental management system
- ✓ UN Sustainable Development Goals
- ✓ Sustainability Strategy 2020: Conducting Clean and Safe Operations
- Emissions reduction initiatives

RELATED UN SDGs:

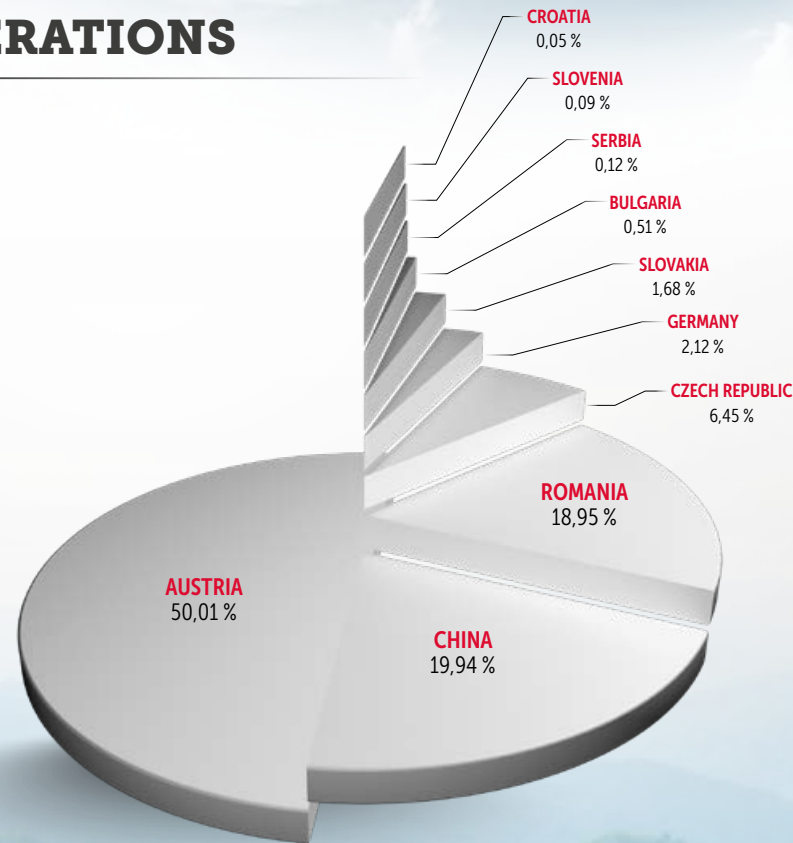




CLEAN AND GREEN OPERATIONS

ENERGY

We recognise that reducing our energy use has the potential to make the significant impact in mitigating the effects of climate change. By increasing the use of renewable energies and climate-friendly technologies, we aim to make industries more efficient. We focus not only our own energy efficiency, but also support other companies in making their processes less energy-intensive.



HIGHLIGHTS IN 2020

- 1 Implementation of efficiency measures
- 2 Identification of energy sources
- 3 Increased tracking and reporting on energy data (office, workshops & projects)
- 4 Increased tracking and reporting on business travel
- 5 Increased tracking and reporting on fuel consumption and vehicle fleet



TARGET:

DRIVING HIGH ENERGY EFFICIENCY AND USING RENEWABLE ENERGIES AND CLIMATE-FRIENDLY TECHNOLOGIES

MEASURES FOR MANAGING THIS TOPIC:

- ✓ International laws and standards, including EEEG (Austria) and ISO14000
- Focus on renewable energy sources
- ✓ Increase tracking and reporting on energy data with an environmental management system

RELATED UN SDGs:





CLEAN AND GREEN OPERATIONS



WASTE MANAGEMENT

Waste management is an integral part of our company's environmental management system, which is conducted by our HSEQ departments. Nominated waste officers evaluate actual data and set corrective measures. We regularly communicate the importance of environmentally conscious behavior to all our employees. In addition, we develop services and technologies that focus on waste management.



HIGHLIGHTS IN 2020

- 1 Identification of disposal methods
- 2 Increased tracking and reporting on waste data
- 3 Identification of total volume of water discharges by location
- 4 Increased tracking and reporting on water data



TARGET:

STRIVING FOR ZERO WASTE TO BE SENT TO LANDFILL BY REDUCING, REUSING AND RECYCLING WASTE

MEASURES FOR MANAGING THIS TOPIC:

- ✓ International environmental standards & set group environmental standards
- ✓ R&D into circular economy
- ✓ Waste management solutions and concepts
- ✓ Increase tracking and improve recycling process
- ✓ Guidelines to waste reduction
- Introduction of waste management programmes

RELATED UN SDGs:





OVERVIEW OF CERTIFICATIONS & STANDARDS 2020



EN ISO 9001

EN ISO 14001

OHSAS 18001

ISO 45001

EN 1090-2 EXC 4 (steel manufacturing „Execution Class 4“)

SCCP / SCP

Pressure Equipment Directive 2014/68EU, BgBl. Nr. 336/2014, §14, BgBl. Nr. 161/2015, §51, BGBl. I Nr.59/2016

Approval acc. WHG (§19 I, Federal Water Resources Law)

License for Fabrication and Welding (EN 3834-2 and AD 2000-HP 0)

Panel Shop Approval (UL 508A / CSA C22.2 No.14)

IOGP

JQS Certificate for suppliers to the Oil Industry (Norway, Denmark)

Manufacture License of Special Equipment (Chinese Boiler Certificate)

GOST R, EAC (all Russia)

ANRE & IGSU Authorisation, ISCIR, TÜV SÜD, ISU, INSEMEX GANEX, ARR/RAR, Environment Authorisations Romania (18 regional licenses) (all Romania)

API Standard

ASME

Periodic safety trainings

Own in-house welding academy





CREATING SUSTAINABLE PARTNERSHIPS

At Christof Industries we believe in joint success. Reliable partnerships are an important element in the successful realisation of projects and in sustainable value creation. With our commitment to the UN SDGs, we aim to establish long-lasting relationships with stakeholders that share our values in terms of human rights, health and safety and sustainability.





CREATING SUSTAINABLE PARTNERSHIPS



KEY STAKEHOLDERS

At the heart of sustainable partnerships lies transparency towards all stakeholders, both internal and external, which requires stakeholder dialog at different levels. We work hard to build long-term business relationships with our partners and suppliers based on mutual respect, trust, and reliability.



HIGHLIGHTS IN 2020

- 1 Employing a corporate communication manager
- 2 Upgrading the homepage with sustainability practices and our sustainability management
- 3 Increasing visibility on social networks
- 4 Increasing internal communication on Workplace
- 5 Increased tracking and reporting on procurement data



OUR TARGET:

MAINTAIN RELATIONSHIPS WITH KEY STAKEHOLDERS AND ENSURE PARTNERS AND SUPPLIERS HAVE THE SAME VALUES AND MEET ESG CRITERIA

MEASURES FOR MANAGING THIS TOPIC:

- ✓ Stakeholder engagement through
 - Digital presence
 - Public reporting
 - Events and trips
 - Networks and memberships
- ✓ Sustainable Supply Chain
 - Use of local suppliers wherever possible
 - Sustainable procurement practices with screening criteria
- Sustainable Supplier Assessment
- Ensuring transparency of our sustainability performance for customers and suppliers through a corporate sustainability rating

RELATED UN SDGs:



*long-term objectives





CREATING SUSTAINABLE PARTNERSHIPS



GLOBAL PARTNERSHIPS & CUSTOMER RELATIONS

Christof Industries engages in intensive cooperation with global partners from industry and universities, especially in the areas of energy, waste to energy, waste to value and CO₂ reduction. By bundling specialist skills we can provide the complete solutions that our customers value. After all, success cannot be measured only in economic categories, but above all in the satisfaction of our customers.



HIGHLIGHTS IN 2020

- 1 Cooperation agreement with AIT (Austrian Institute of Technology)
- 2 Improvement of current procedures regarding measurement and management of customer satisfaction
- 3 Demand assessment from customers about the environmental characteristics of our products and the overall environmental performance of the company



OUR TARGET:

MAINTAIN RELATIONSHIPS WITH GLOBAL PARTNERS AND CUSTOMERS TO BUNDLE SPECIALIST SKILLS AND ACHIEVE A STRONGER MARKET POSITION

MEASURES FOR MANAGING THIS TOPIC:

- ✓ Foster global partnerships with technology partners, universities and institutions
- ✓ Worldwide technology screenings
- ✓ Ensure customer satisfaction
- ✓ Strive for long lasting business relationships
- ✓ Introduce customer satisfaction survey
- Evaluate and monitor aligned KPIs for customer satisfaction

Christof GOALS:

MEMBERSHIP:

- ✓ UN Global Compact
- ✓ UN Women

RELATED UN SDGs:



*long-term objectives





EMPOWERING PEOPLE & SUPPORTING THE COMMUNITY



EMPLOYEES

We employ over 3,800 people in 18 countries and are proud of our international and diverse workforce.

We make an effort to recruit our employees locally, thereby supporting the local job market.

HR STRATEGY

In order to achieve a continuous increase in job satisfaction among employees, we have set extensive measures in the area of evaluation, training and further education as well as a focus on active internal communication about organisational and strategic goals. We offer long-term employment in interesting fields and make use of staff development programmes to support employees' careers.

OUR COMMITMENT TO THE UN GLOBAL COMPACT PRINCIPLES

We support the UN Global Compact and have integrated the principles of the UN Global Compact in our Code of Conduct through our commitment to uphold human rights, standards at work, environmental protection and the fight against corruption. We expect the same commitment from our internal and external stakeholders.



HUMAN RIGHTS



LABOUR



ENVIRONMENT

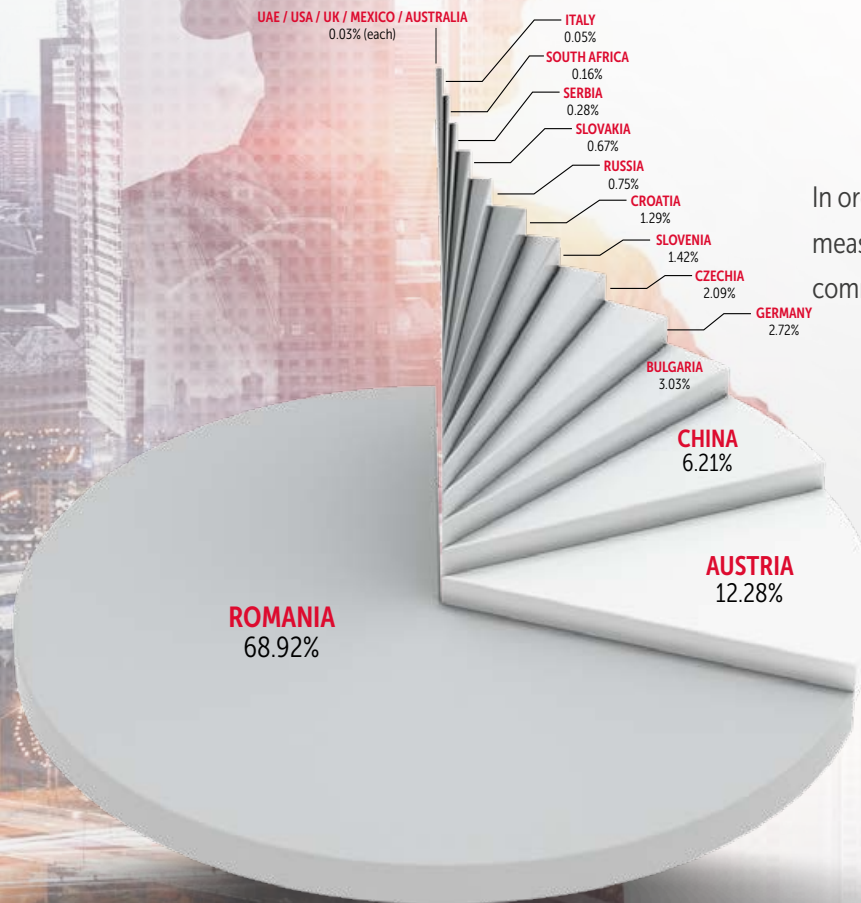


ANTI-CORRUPTION



HIGHLIGHTS IN 2020

- 1 Increase in total number of employees despite Covid-19 pandemic
- 2 Supporting the UN Global Compact
- 3 Becoming an active member of UN Women – Austria





EMPOWERING PEOPLE & SUPPORTING THE COMMUNITY



HUMAN RIGHTS, BUSINESS ETHICS & DIVERSITY

At Christof Industries we feel a duty to uphold our ethical values in our approach to business. Our Code of Conduct defines our stance on anti-corruption, transparency and reducing workplace violence and harassment as an equal opportunity employer. We do not discriminate and aim to educate our employees on these matters.

Total percentage of women	10.9%
Women in governing bodies	13.8%
Employees covered by collective bargaining agreements	87%



HIGHLIGHTS IN 2020

- 1 Increased tracking and reporting on human rights and anti-corruption data
- 2 Increased relevance and transparency of our Code of Conduct
- 3 No indications of violations of human rights or incidents of discrimination within Christof Industries
- 4 Guideline for respectful teamwork
- 5 Conduction of analysis of the remuneration of women to men



OUR TARGET:

INCREASE FOCUS ON HUMAN RIGHTS AND THE EMPOWERMENT OF WOMEN TO INCREASE DIVERSITY AND DECREASE DISCRIMINATION

MEASURES FOR MANAGING THIS TOPIC:

- ✓ Code of Conduct
- ✓ Collective bargaining agreements
- Increased focus on human rights and anti-corruption required
- Programmes for women & educational programmes for girls could be used to increase diversity
- Introduction of digital suggestion and compliance box

RELATED UN SDGs:



*long-term objectives





EMPOWERING PEOPLE & SUPPORTING THE COMMUNITY



EDUCATION

We strive to empower our employees by offering professional development opportunities and ongoing state of the art training. We are aiming to take a holistic approach to learning and development, encompassing a combination of knowledge and skills acquired through on-the-job experiences, collaborative projects and digital learning, supported by activities such as mentoring and coaching.



HIGHLIGHTS IN 2020

- 1 Close partnerships with universities and other education institutions
- 2 Digitisation of the HR system in Austria and introduction of digital self-employment service (BMD web)
- 3 Introduction of Leadership Academy in Austria
- 4 Guideline for mobile teleworking
- 5 Digitalisation of remote working
- 6 Increased rate of performance reviews



OUR TARGET:

INCREASE EMPLOYEE DEVELOPMENT BY INCREASING TRAINING HOURS, COMPLETING PERFORMANCE REVIEWS & OFFERING A LEADERSHIP ACADEMY

MEASURES FOR MANAGING THIS TOPIC:

- ✓ Training programmes
- ✓ Apprenticeships
- ✓ Training on health and safety
- Performance reviews for all employees
- ✓ Training on human rights, compliance
- ✓ Leadership Academy 2020
- Planning of Christof Industries Academy

RELATED UN SDGs:



*long-term objectives



EMPOWERING PEOPLE & SUPPORTING THE COMMUNITY



CORPORATE CULTURE & COMMUNITY INVOLVEMENT

Motivation and the determination to master challenges with a spirit of innovation are strongly represented within our corporate culture. We are proud to work with strong teams and support local communities through social projects and engagement.



HIGHLIGHTS IN 2020

- 1 Supporting local economies through social projects
- 2 Sponsorship of community events, sporting teams, culture clubs
- 3 Introduction of first digital corporate event
- 4 CI Globe Award



OUR TARGET:

INCREASE COMMITMENT TO SOCIAL AND ENVIRONMENTAL PROJECTS, BY INCREASING VOLUNTEERING HOURS & SETTING UP PARTNERSHIPS WITH RELEVANT ORGANISATIONS

MEASURES FOR MANAGING THIS TOPIC:

- ✓ Corporate events
- ✓ Sponsorship of community events
- ✓ Social projects
- ✓ Corporate citizenship
- ✓ Integration of social and environmental initiatives into our sustainability strategy, focussing on our commitment to NGOs focusing on environmental issues
- ✓ Digital corporate events

RELATED UN SDGs:



*long-term objectives



INNOVATIONS & SOLUTIONS

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DEVELOPING SUSTAINABLE INNOVATIONS

Sustainable innovations are at the core of our business model. With our cutting-edge technologies, the Christof teams around the globe are trendsetters in industrialisation for modern, sustainable and circular economies. We believe that being able to combine and integrate these technologies is the future of industries and cities - and being able to offer these already industrialised technologies distinguishes us from our competitors.



COMMUNAL WASTE
Household waste, bulky waste, commercial waste, residues from recycling processes (paper, cardboard, wood, textiles, plastics)

INDUSTRIAL WASTE
Slurry, rejects, etc.

HEAT RECOVERY
By-products from high-energy processes

BIOMASS
Straw, reeds, green wood, waste wood, wood chips, maize, pomace, rice husks, etc.

100% WASTE

ZERO WASTE CONCEPTS



100% REUSE

POWER

Electricity; Heat, Steam; Cooling

RESOURCES

Bio-diesel; Bio-gas; Fertilisers;
Protein for Animal Feed; Gypsum,
Slag; Construction Materials

The combination of all Christof Industries waste processing technologies.



OUR TARGET:

OUR VISIONARY GOAL IS A CIRCULAR ECONOMY WITH 100% WASTE RECYCLING AND UPCYCLING, WHERE A CITY'S ENTIRE WASTE STREAMS ARE TURNED INTO VALUABLE PRODUCTS

R&D EXPENDITURE **3%**

PATENT APPLICATIONS **1**

TOTAL PATENT FAMILIES **17**

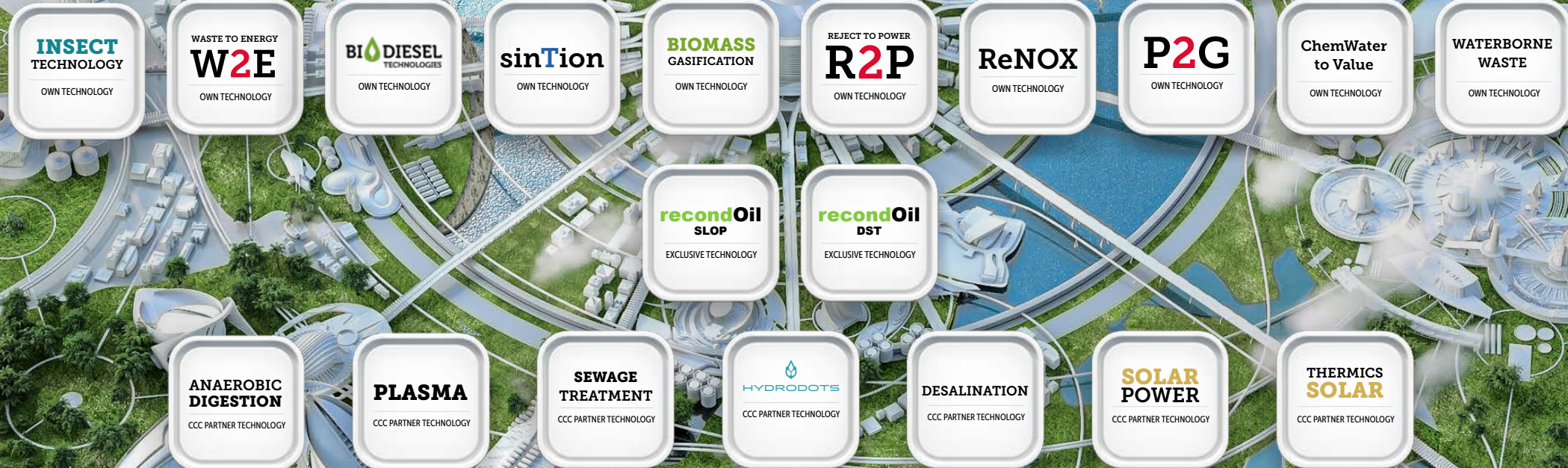
RELATED UN SDGs:





GREEN TECHNOLOGIES / CHRISTOF CLEAN CITY

The holistic Christof Clean City solution offers 100% waste recycling for cities or municipalities. The combination of self-developed technologies, third party technologies and generic technologies results in a state of the art zero waste facility. CCC offers 360° competence to perform industrial plant engineering and construction for waste processing.



OUTPUT & PRODUCTS





CCC ACTIVITY HIGHLIGHTS 2020

PROJECT DEVELOPMENT

Cooperation at the government level in Malaysia, Uganda, Egypt, Saudi Arabia, Brazil, Russia, India, Sri Lanka, Mexico

Cooperation with scientific and research institutions such as Montanuniversität Leoben, Technical University Graz, University of Natural Resources and Life Sciences – BOKU Vienna, Energy Institute at the Johannes Kepler University in Linz, HyCenta, Technical University Berlin, Austrian Institute of Technology, Green Tech Cluster, University Stellenbosch, Fraunhofer Institute, etc.

Solutions for industries: chemical, food, wood and chipboards, pulp and paper, energy and utilities

Cooperation with local companies in project countries, for example SAPURA Group in Malaysia, GAMA in Egypt, ABREN in Brazil

Establishment of the CLEAN CITY Concept and CCC Division

CONSULTING

Application of the CCC Platform for the preparation of Clean City feasibility studies in municipalities in Russia, Korea, Argentina, Malta, Singapore, United Arab Emirates, Kazakhstan, Maldives, Egypt, Malaysia, Sri Lanka

Creation of know-how base for individual regions

SELECTED PROJECTS

Industrialisation projects for insect technology – South Africa

„SlopOil“-Recycling technology – Sweden

Creation of a floating CCC solution

Construction of two wood gasification power plants – Italy

Construction of incineration plants for saline wastewater – China, Netherlands

Turnkey solutions & boiler construction – Austria, Germany, UK, Thailand, Turkey

Modernisation of the most efficient plant for the production of biofuel from waste – Netherlands

Microbiological treatment of infectious medical waste – currently in use in more than 165 locations across the globe

Plasma Technology – US, Taiwan

Various hydrogen projects in Germany, USA, Austria and Singapore





REVIEW AND OUTLOOK

2020 was a very challenging year for us, with the main cause being the Covid-19 pandemic, and we had to act quickly to ensure the survival of our company. However, the safety and health of our employees was always a top priority for us. With our agile and responsible management action, we became more resilient. We are very proud of all our employees who have adapted to the new conditions and with their commitment have delivered high quality work and supported our business.

FOCUS

This year's challenges have provided a very real opportunity for us to step back and consider the right steps and practices. Especially in the area of Sustainable Innovations we will continue to consistently drive forward.

Our focus in following years will be on further implementation of sustainability management and strengthening our green operations by:

Increasing our efficiency (energy, transportation, waste management)

Further implementation of digitalisation (e.g. internal communication and data management)

Increase the availability and transparency of the ESG data, as well our ESG performance for our customers

Development of a programme for implementation of a group-wide knowledge management system

Conducting Life Cycle Assessments (LCA) for selected products

Sustainable supply chain management



ACTION

In order to achieve defined goals and targets, we need to increase our social responsibility. The actions in this area include:

Offering trainings (soft and hard skills, human rights, business ethics, anti-corruption)

Increasing performance and career development reviews

Increasing focus on women's empowerment to enhance diversity

Establishing a digital suggestion and compliance box (e.g. Whistleblowing)

Increasing of employee satisfaction

Encouraging active participation in voluntary programmes

Finalise the projects new ERP in Austrian units

Implement Sharepoint as a corporate information and communication platform

We plan to use this situation as a learning experience and a time to plan for the future. We have recognised that the pandemic is only one of the many threat multiplying risks and we need to prepare for further challenges by providing open communication and implementation of risk management and a long-term sustainability strategy. For example, a planned new ERP system for Austrian companies will be implemented and internal group wide SharePoint platform will be developed.



OUR SUSTAINABILITY OBJECTIVES

We have identified the following targets/measures that are to be implemented across the group of companies in the upcoming years.

ENVIRONMENT

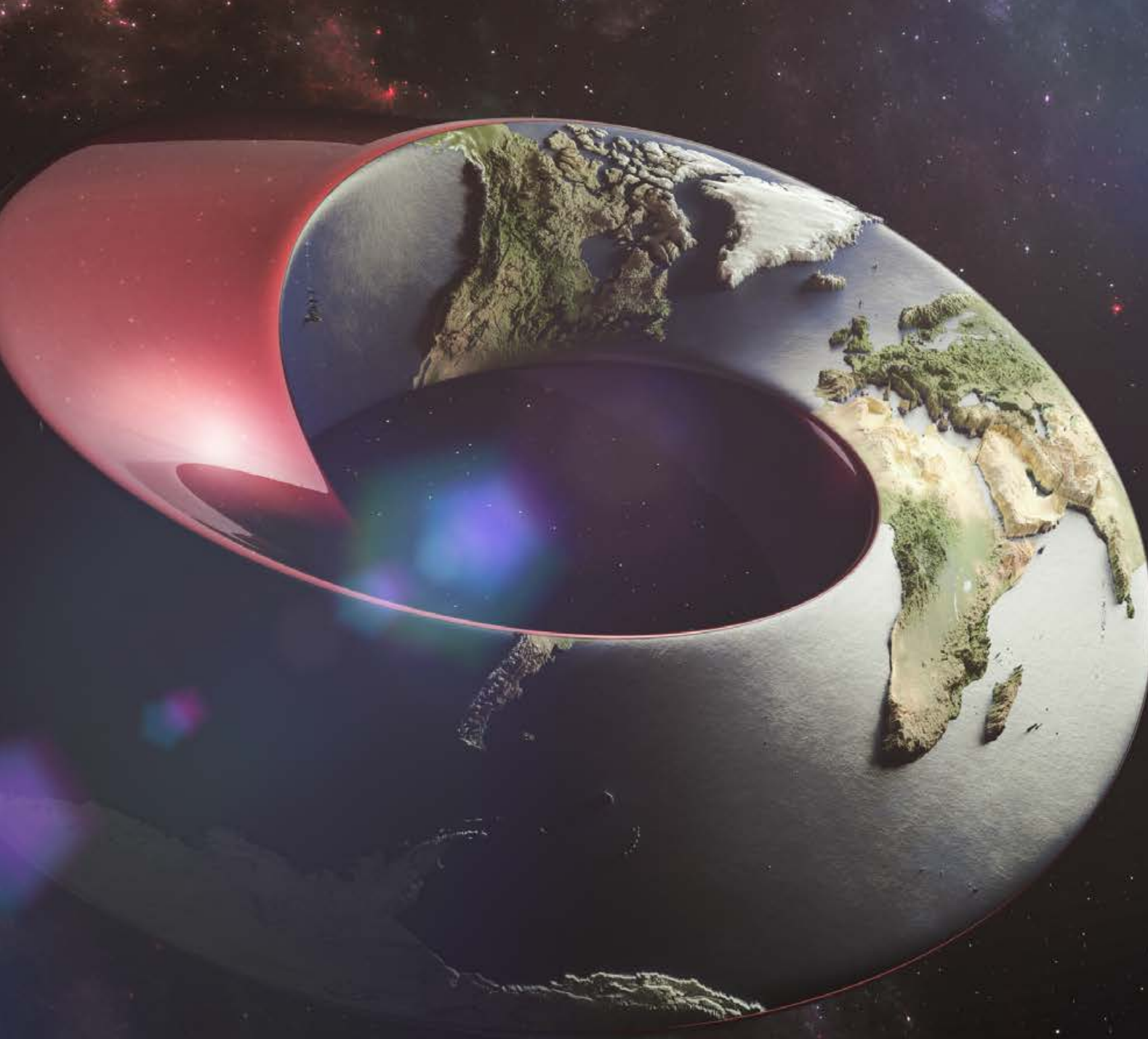
- 1.** Reduce greenhouse gas emissions
- 2.** Improve energy efficiency and the use of renewables
- 3.** Improve the waste management system, including the tracking of waste data and disposal methods

SOCIAL

- 1.** Improve compliance training programmes, including training on human rights and business ethics
- 2.** Implement and improve Safety First Strategy, with a goal of zero incidents
- 3.** Increase diversity by empowering women, for example through educational programmes in STEM subjects
- 4.** Increase employee development by increasing training hours, completing performance reviews & offering a leadership academy
- 5.** Increase commitment to social and environmental projects, by increasing volunteering hours, setting up partnerships with relevant organisations

GOVERNANCE

- 1.** Implement a group-wide quality management system
- 2.** Digitalisation of processes
- 3.** Implement a group-wide knowledge management system
- 4.** Increase supplier screening on social and environmental criteria



Ready for the future.

OUR PATH TO SUSTAINABILITY

ESG REPORT 2020 / Non-financial statement